

# **Classification Appeals Adjudication Section**

## **Reference Guide 402**

### **Common Classification Issues under the Defense Civilian Intelligence Personnel System (DCIPS)**

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The Defense Civilian Intelligence Personnel System (DCIPS) formerly known as the Civilian Intelligence Personnel Management System (CIPMS) is a statutory excepted service personnel management system for civilian intelligence employees in the Military Departments (Army, Navy, and Air Force). The October 21, 1996 memorandum “Delegations of Authority to Implement the Department of Defense Civilian Intelligence Personnel Policy Act of 1996, Public Law 104-201” which delegated authority to continue current operations in the Defense Intelligence Components was cancelled when Department of Defense (DoD) Directive 1400.35, “Defense Civilian Intelligence Personnel System (DCIPS)”, became effective March 19, 1999. All previous appointing authorities were repealed by section 1632 and 1633 of the Department of Defense Civilian Personnel Policy Act of 1996, Public Law 104-201, Title XVI, 110 STAT 2745, 2751. The DCIPS Working Group, composed of representatives from DoD intelligence agencies, the Military Departments, OASD (C31) and OASD (FMP), is working on the initial regulations to be printed as subchapters in the Civilian Personnel Manual (CPM).

Except as provided above and until specific DCIPS regulations or related guidance are issued, the DoD Intelligence agencies and Military Departments are to continue to use the authorities which have been delegated by the October 21, 1996 memorandum and component policies pertaining to the conduct of civilian intelligence personnel management and administration.

This reference guide addresses some frequently asked questions about classifying DCIPS positions.

**1. Q: What positions are covered under DCIPS?**

**A:** Positions covered are identified by:

- (1) Organization: All positions in commands and activities that have a primary intelligence mission;
- (2) Occupation: All positions engaged in Intelligence and related work (requiring a significant degree of specialized intelligence knowledge, skills, and abilities) in non-intelligence commands and activities; or
- (3) Discretionary: Other positions in direct support of intelligence functions located within non-intelligence commands and activities may be covered under DCIPS at the discretion of each Military Department Secretary.

**2. Q: Are positions above GS-15 included in DCIPS?**

**A:** Yes. The Defense Senior Intelligence Level (DISL), a Senior Level equivalent, was authorized under Title 10, Chapter 83, Section 1607, and the SES equivalent, the

Defense Senior Intelligence Executive Service (DISES), also authorized under Title 10, Chapter 83, Section 1607.

3. **Q:** What positions are excluded from DCIPS coverage?  
**A:** Positions excluded are all those not covered by 10 U.S.C. 1590 (see question 1, above). Additional excluded positions are:
  - (1) Law enforcement
  - (2) National Guard technicians
  - (3) Nonappropriated fund
  - (4) Local National
4. **Q:** Can positions in DoD components other than the Army, Navy, and Air Force be covered under DCIPS?  
**A:** Yes. DCIPS coverage is extended to positions in other DoD components/activities that fulfill an intelligence mission or intelligence-related mission.
5. **Q:** Do OPM classification standards apply to DCIPS positions?  
**A:** DCIPS Primary Grading Standard and component-developed occupational guides are used to classify professional, administrative, technical, and clerical positions. The Wage Grade (WG) jobs are evaluated by the OPM Federal Wage System Job Grading Standards.
6. **Q:** Who adjudicates classification appeals for DCIPS positions? Did responsibility for processing appeals for DCIPS positions transfer to DoD?  
**A:** Adjudication of classification appeals for DCIPS positions remains with the military departments. Moreover, the Office of Personnel Management (OPM) has no jurisdiction over DCIPS classification appeals.
7. **Q:** What about DoD classification consistency studies?  
**A:** In accordance with DoD Manual 1400.34-M, the DCIPS Advisory Group (DAG) manages inter-departmental DCIPS classification consistency issues.

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